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Federal Relief

THERE was no ceremony when on July 21 President Hoover signed the two-billion-dollar federal relief bill. No one carried off the pen. Yet history was at that moment written, for whether you like it or not, even whether you admit it or not, this act legitimatizes two outcasts of popular opinion—the dole and federal housing. It designates federal funds for the direct relief of the unemployed and authorizes the loan of federal funds ". . . for the purpose of providing housing for families of low income or for reconstruction of slum areas. . . ."

The act is in three sections: 1, relief of destitution; 2, loans by the Reconstruction Finance Corporation; 3, public works. The first section makes $300,000,000 available to the states through the Reconstruction Finance Corporation in interest-bearing loans for a period of two years. Any state may apply for a loan up to 15 per cent of the whole sum regardless of its constitutional or debt limitations. Entire responsibility for the application for loans and their administration is placed on the governors of the states. The second section of the act permits the Corporation to lend a billion and a half dollars to public and private bodies for the construction of self-liquidating projects of public use. Tucked away in this section is the housing provision. The third section provides $322,000,000 for federal public works of various kinds.

The ink on President Hoover's signature was scarcely dry when requests from governors began zooming into Washington. Louisiana (pop. 2,101,593) and Arizona (pop. 435,573) landed among the first, each asking for the full 15 per cent allowed by law. If nothing else gave pause to the gentlemen of the R. F. C. this enthusiasm to get in on the ground floor was calculated to do so. The law gives the Corporation, by indirection at least, considerable discretion in passing on applications.

It was at this point that the American Association of Social Workers, through its Federal Relief Committee, sent a letter to President Hoover urging the desirability of a committee within the Corporation of at least three citizens qualified in relief and welfare work to prescribe regulations concerning the eligibility of the states to participate in federal funds. For such a committee the Corporation should have, and could have, the pick of the country, lay and professional.

While this letter was in the mail came the news that the Corporation had "drafted" Fred C. Croxton from the President's Organization on Unemployment Relief to check the applications of governors against unemployment conditions in their states as catalogued by the Gifford organization. This organization is presumably terminating its activities since Congress failed to make any appropriation to continue it. Although Mr. Croxton is an experienced social worker the Association's committee is still of the opinion that this job calls for more minds than one and is continuing to urge that a committee of relief experts be named to function with Mr. Croxton.

Meantime many national agencies are urging their constituencies to an active participation in the changing scene. The Family Welfare Association of America, the Child Welfare League, the Association of Public Welfare Officials, the League of Women Voters, the Association of Community Chests and Councils and the American Association of Social Workers urge upon their members the necessity for prompt planning and for the use of qualified personnel, for consistent policies in treating wandering families and footloose men and boys, and for the whole-hearted cooperation of social workers with public-welfare agencies.

THE community chest organization specifically urges its members to press their governors for a prompt decision as to whether the state will or will not apply for federal funds, pointing out that indecision will be a soporific to local initiative. This organization deprecates, as do others, the policy attributed to Mr. Hoover that "loans are to be based upon absolute need and evidence of financial exhaustion," and urges social workers to come out strongly for an affirmative and constructive interpretation of federal relief. The American Association of Social Workers advises its chapters to form at once state committees by which the profession may make an authoritative approach to governors with a proffer of cooperation and counsel in setting up the state program.

The housing provisions of the act embody the ardent hopes of housing reformers by authorizing loans for limited-dividend projects. Details may not be clear for some time for here again the R. F. C. has considerable latitude in laying down the practice under which loans will be made. But it is clear that a large amount of money will be available at "a reasonably early date"

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for low-rental housing operations under government restrictions. Conceivably the act opens the way to an enormous rebuilding of homes for the low-income group, on a scale that would make over substantial areas of the cities.

It seems apparent that the R. F. C. will not be hasty in launching this huge new federal relief operation, though it showed commendable promptness, a week after the bill was signed, in alloting $3,000,000 to Illinois, presumably to meet a tense situation in Chicago. "We will have to go slow," said Gardner Cowles, one of the directors. Which is reasonable enough provided the slowness is productive of policies which will reckon with all the implications—policies which will avoid automatic allocation of funds, will impel local public-welfare officers to improve their methods of relief-giving, stimulate and not dry up local resources, carry federal aid swiftly and surely to those millions of desperate folk for whom, and only for whom, the American people are subjecting themselves to this new burden of taxation. Great and urgent as is the need, a degree of delay will be forgiven if at the end we have a program as good as the best experience of our time knows how to make it.

The Williamstown Institute

IN a way the world is the laboratory of the Williamstown Institute of Politics. And this year the session, which meets July 28—August 25, has a program which will illuminate the economic crisis, the Far Eastern situation and the great issues of debts, reparations and disarmament, which are headed up at the various conferences in Geneva and Lausanne. Prof. Herbert von Beckerath will discuss the possibilities of economic planning and how things stand in Germany. The French, Italian, English and Japanese approaches to the situation will be taken up by outstanding speakers from those countries. There will be a round table on American economic policy, and another on the disintegration of the modern world order led by Arnold J. Toynbee of the Royal Institute of International Affairs and Professor Gay of Harvard.

Relief Cafeterias

DETROIT faces the budgetary necessity of eliminating from its rolls 5000 of the 22,000 families receiving relief from the Department of Public Welfare. It is proposed to drop one thousand childless couples if they are found to be physically fit, those who have been on the rolls for a long time without making any effort at adjustment, and those who have been in Detroit a relatively short period. The chief means of paring down, however, will be by establishing cafeterias, some of which are in operation. At present relief is given mostly in food allowances according to a budget worked out by the Detroit Nutrition Council which allows from $5.75 bi-weekly for a family of two up to $22 for twelve. It was found that when the food check was discontinued and a cafeteria order issued instead, many of the clients declined, without thanks, and got along as best they could. The cafeterias are operated by the Volunteers of America under contract with the city. The food is prepared in a central kitchen and served through existing cafeterias in school buildings. After the reopening of school in the autumn, the cafeterias will probably continue to operate, serving family meals twice a day. The curse is taken off the system to some extent by using school buildings, which are known and dignified community centers, and by organizing for each cafeteria a committee of volunteers to act as hostesses, decorate the cafeteria, make gifts of furniture and bric-a-brac, provide various forms of recreation and a friendly atmosphere.

"With all that," states Irene Murphy, sister-in-law of Mayor Frank Murphy and supervisor under Commissioner Guy A. Durgan, "it is a good deal like refugee feeding during the World War. But what can we do without an aroused public opinion that will create more funds? There are 250 case workers in the department, but with a case load of 20,000 there is scant opportunity for real case work." Salaries of the case workers in the department have been cut 10 per cent plus a 50 per cent cut for summer months plus another 12 per cent to come soon.

A. F. of L. for Insurance

AT a meeting last month the executive council of the American Federation of Labor instructed its officers to draft a national compulsory unemployment insurance plan and to work for its passage through Congress. The plan, it was proposed, must safeguard a member of a union in his membership and insurance benefits if while unemployed he refused to accept work in a non-union shop. It is to be drafted by the president, William Green, in time to come before the next meeting of the executive council on October 18 and the annual convention of the Federation at Cincinnati in November.

Thus endeth a chapter of American labor history. Samuel Gompers and his successors have, for a generation, opposed any form of unemployment insurance. First they called it "socialistic." Then they called it "the dole." As late as the annual convention of last October they voted it down, though the opposition was less united than in former years. But the national chiefs finally had to yield. In the words of Louis Stark, the labor editor of The New York Times, they were "unable to withstand the rapidly mounting tide of sentiment for compulsory unemployment insurance evidenced by a flood of communications from local unions, city central labor bodies and state federations of labor."

Backflow to Europe

IN May, the latest month for which complete figures are available and the eleventh month of the government's year, about ten emigrants were leaving the United States for every three admitted. That month 8577 emigrant aliens left the United States, 1597 were deported, and 179 destitute aliens were returned to their native countries at their own request; the same month only 2479 immigrants were admitted for permanent residence. That the outward movement of resident aliens of this country for intended permanent residence elsewhere is increasing, is shown by the statistics of the Bureau of Immigration for the last four months: February 6188, March 6239, April 6746, May 8577. Meanwhile the immigrant aliens admitted during those four months do not greatly outnumber the emigrant aliens leaving the United States in the single month of May: 9035 to 8577.

The statistics furnished by the Bureau of Immigration as interpreted by the Foreign Language Information Service, show that the number of immigrants admitted in May decreased 90.3 per cent as compared with May 1929 when the influx from all sources except Mexico was practically normal. The proportionate decrease was considerably larger in some cases, particularly for the Irish Free State, the Scandinavian countries, Germany and Great Britain; on the other hand, it was only 68.5 per cent for Italy and 50.2 per cent for countries in Asia.

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Balancing the Budget

Community Chests Work Out Their Most Difficult Year by Cooperative Action with Member Agencies

By J. HERBERT CASE

President Association of Community Chests and Councils, Chairman Federal Reserve Bank of New York

THREE large and representative conferences of Community Chests were held near the end of June. Three hundred of the strongest Chest leaders of the country who attended were unanimous in displaying courage, conviction and determination to prosecute fall campaigns with all the vigor and enthusiasm of last fall. Not one hint of slacking or quitting was heard.

At the same time there was realistic facing of the unusual difficulties that Chests, along with every other institution in the country, are facing. One generally-recognized problem was that of the readjustment of budgets and service programs to the estimated total available financial resources and the changed relative needs of the welfare organizations. The most significant discussion in all three conferences centered around the inevitability of shifts in the importance of the various kinds of social service and in the corresponding proportion of Chest budgets that must be appropriated to such services.

All recognized the paramount requirement that relief needs be met; all recognized the influence of this constantly growing factor on community planning. At the same time, the necessity for maintaining the essentials of a complete all-round program of social and welfare service was fully acknowledged. There was no disposition to insist that only relief should be given consideration and to dock off other services as non-essential. England's policy in this respect was cited and applauded. No citizen of the United States has a basic income tax equal to the British 25 per cent. England has been put to it to balance its budget far harder than the United States or any political subdivision. Yet England recognizes the necessity for adequate facilities for wholesome and joyous use of enforced leisure as an essential and integral part of her unemployment policy, and pays for them out of her straightened resources.

Young people in England have a striking requirement made of them in qualifying for unemployment relief. They must prove that they have attended a fixed number of hours each week the public recreation centers provided from the much curtailed tax funds. Great Britain has not forgotten the lessons in morale-making learned from her war army and now applied to her army of the unemployed. As much as every last shilling was needed to win the war and yet shillings were spent on constructive use of leisure, so in the war on unemployment, the English public, not just philanthropists, has recognized the imperative need of means to prevent demoralization and complete disheartenment. (American papers please copy.) It was reported that a few Chests had failed to reach their goals this year and had, therefore, already been compelled to learn how to make major readjustments in service programs and in finance; other Chests anticipated that extraordinary care in new budgeting would be required for next year, either because of smaller resources than this year, or because of increases in the amount required for relief even after the greater dependence on tax funds had been counted on.

HOW these required readjustments have been or can be made is a universal Chest problem. An equal necessity is the maintaining of the united strength and the enthusiasm of all welfare forces and interests of the community. Fiats, edicts, arbitrary decisions by Chest boards, will not meet these requirements. More than ever, Chests are recognizing that their genius is the making of a common cause from the diverse and varied social service constituencies of our communities. Autocracy has no place in such a process.

The cooperative procedures required in this situation can best be learned from concrete practice. Therefore, the Association of Community Chests and Councils welcomes the opportunity offered by The Survey to present typical procedures of representative Chests in solving their readjustment problems during this trying period. These procedures have been proposed and are being carried out by the strong combined business and philanthropic leaders of Chest cities.

The spirit of these cooperative policies is well stated by Mr. Pope of Detroit: "The Council of Social Agencies, by the exercise of patience and understanding, has balanced its budget on a cooperative basis, retaining mutual good-will in the face of drastic curtailment." An acid test of Chest solidarity and permanence is well stated by Mr. Waterbury of Omaha to be "whether a Chest considers itself in fact as well as in name a federation of welfare agencies."

Team Play in Chest Procedure

By HENRY D. SHARPE

Chairman Community Chest of Providence, President Brown and Sharpe, Providence

THE Providence Community Fund is endeavoring to face the present situation with sympathetic understanding and with the best business practice. Thus far we have had sufficient funds to meet the reasonable needs of all member agencies, but it is now clearly evident that agency expenditures must be curtailed because private resources will be insufficient to cope with the increased load of unemployment.

Our campaign goal last fall was substantially over-subscribed. The needs of the agencies distributing relief have since that time been greatly increased. Anticipating the need for unemployment relief, the Community Fund officials and representatives of the Council of Social Agencies appeared before officials of the City of Providence and the State of Rhode Island in support of increased appropriations for relief, which

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resulted in favorable action being taken both by city and state.

We recognize generally, however, that there are many community needs which cannot readily be accepted as a charge upon tax funds. These must, therefore, continue to be supported by private citizens.

There has been an urge on the part of citizens that the Community Fund and its member agencies make reductions in salaries and wages and effect other curtailments in administration. After considering this matter, the executive committee called together the presidents and executives of member agencies for discussion of the method of procedure. There was general agreement that every possible curtailment in expenditures should be made including reduction of salaries and wages. As a result, the Community Fund and its member agencies jointly agreed to proceed to study their budgets for the last six months of 1932 with a view to instituting economies. This study resulted in bringing about a net saving of about 2 per cent, after absorbing losses in income from operating earnings, interest and other agency receipts totalling more than 5 per cent.

The agencies were then requested to submit budgets for 1933 with a view to practicing the strictest economy, but with the understanding that the efficiency of no member agency should be seriously impaired. These budgets have been submitted to the budget committee which is now engaged in the task of determining the campaign goal for next fall. Without exception agency budgets have been substantially reduced except where the question of direct relief is concerned. The policy relative to relief expenditures has not yet been definitely determined although it is generally accepted that unemployment relief substantially must be supplied from tax funds. A reduction in salaries and wages of approximately 10 per cent, except in a few of the smaller agencies, has been made. This reduction, however, was not made on a straight 10 per cent basis, but rather on what might be called a case-work basis.

The Community Fund and its member agencies have maintained cordial relationships. These relationships have been based upon mutual understanding and upon a deep-seated desire to meet the social needs of this community, as far as practical, on a cooperative basis.

The following amendment to the governing rules has been adopted and will, doubtless, be accepted by all member agencies:

(c) In case of failure in any year to raise the amount fixed as the campaign goal, the budget committee shall review the amounts of the budgets of the participating agencies as theretofore approved and accepted, and shall determine the amounts by which such budgets shall be respectively reduced in view of the deficit in the amount raised, and shall report its determination to the board of directors. Said board shall thereupon take such action upon said report as it shall deem advisable. Said reductions in the budgets need not be proportionate to the amounts of the budgets as theretofore approved and accepted. The budget committee shall give each agency a reasonable opportunity to be heard in connection with the reduction of the amount of its budget.

How Detroit Found a Half Million

By G. D. POPE

Chairman 1932 Budget Review Committee of the Detroit Council of Social Agencies, Member Executive Committee American National Red Cross

THE problem confronting the 1932 budget committee of the Council of Social Agencies after the close of the campaign was to reduce the budgets of eighty agencies by approximately $500,000 from the previous year's total of $3,660,000, as the campaign of the Detroit Community Fund had fallen short by that amount. As far as I know the practices of other community chests, there was nothing startling in the procedure followed by the Detroit agencies. But to a layman and a business man sitting on the committee there was extreme interest in the approach and attitude of mind of the committee members, and the spirit of mutual understanding demonstrated by the representatives of the various agencies. I had heard rumors to the effect that in some chest cities meetings of the budget committee were filled with bickerings and combats, and I was delighted to see that with few exceptions the agencies and the committee members of the Detroit Council were able to face this herculean task with common sense, judgment and mutual understanding.

As soon as the campaign was over, the staff of the Council sent a questionnaire to all of the agencies asking for detailed information regarding various items in the budgets. Based upon the replies received and information in the office accumulated over the past fourteen years, a set of recommended policies were drawn up and submitted to the so-called "accounting committee" or "executive committee" of the larger budget committee. May I explain here that the budget committee is composed of one representative from each of the eighty agencies receiving financial support from the Community Fund, and that the accounting committee of fifteen is elected by the budget committee from its own membership, so that the men and women who reviewed the budgets were representatives of the agencies, both laymen and agency executives.

The general policies suggested by the accounting committee were sent to each of the agency representatives and the executives for full discussion by each board of directors. The four general policies were as follows:

1. Certain items, such as food and clothing, could be cut on a percentage basis because of the increase in purchasing power of the dollar.
2. Expenditures for replacements could be eliminated, after agreement between agency representatives, on the theory that this year it is better to pay a small increase in repairs rather than meet the additional outlay for new equipment, even though ordinarily this would not be regarded as an economical procedure. This applied to items such as automobiles, office and club equipment, furnishings and various materials and supplies.
3. Drastic curtailment could be made of certain types of recreational activities, studies and surveys, educational classes, Christmas entertainments, travel expense, and the like, where it was admitted that the services were of great use during normal times but were less essential during a period of unemployment than some of the other community services.
4. Specific blocks of work could be dispensed with temporarily, for at least a period of one year, without hindering the essential and fundamental work of the agencies, for example: summer activities, camps and vacation homes, experimental projects, and certain departments where valuable services were rendered at an excessive per capita cost.

Previous to this, three careful studies of salaries had been made, and the board of directors had passed a resolution that no horizontal cut in salaries should be put into effect, provided

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that the budgets could be reduced to income without eliminating any essential services. The question of any special individual cuts in salaries where there were unusual conditions of employment was left to be worked out during the review meetings by the accounting committee and agency representatives.

Attached to this letter outlining the general policies to be followed by the accounting committee was a list of the items in the budgets, with an explanation in general terms of the application of these principles to each item.

A meeting was called of the eighty agency representatives serving on the budget committee, and in addition the president and executive secretary of each agency were invited to sit in at the general discussion. Approximately 250 representatives appeared. After a general discussion the policies suggested for use by the accounting committee were approved with minor changes.

The next step was to apply these policies in detail and by actual amounts. At the end of approximately two weeks each agency received a memorandum listing the various items of its budget, giving the amount actually used during the previous year, the amount requested for the coming year and the amount of the cut suggested for each item. It was explained that the total of these suggested cuts for all the agencies amounted to only $400,000 and the hope was expressed that each agency would suggest other possible decreases in order to obtain the total of $500,000 necessary. It was suggested that each agency discuss these possible cuts at a meeting of its board of directors in order that they might fully understand what was planned prior to the actual budget review meetings.

In addition to the itemization of the cuts, a careful study was made of the various departments of each agency and suggestions were made as to the possible drastic curtailment or elimination of certain departments where unit costs were high.

One of the points which interested me the most was that the old practice of dividing up the agencies into various types of social work, such as family relief on one side and character-building on the other, with the application of a definite percentage cut for each type of work, was not followed in general during the whole procedure.

The steps outlined above took approximately six weeks to accomplish. After that the budget of each agency was reviewed carefully by the accounting committee with the representatives of the agency, at meetings which sometimes lasted several hours. In other words, each agency was given an adequate length of time to explain fully its situation. At these meetings agencies actually did come in with new suggestions as to the curtailment or elimination of specific departments. One agency, I remember, suggested the elimination of its day nursery as the per capita cost was extremely high and the children could be adequately taken care of in two nearby settlements.

After the conclusion of the work of the accounting committee of the Council of Social Agencies, the findings were approved by the budget committee as a whole, by the board of directors of the Council, and finally by the executive committee and the board of directors of the Community Fund. May I point out that the Community Fund did not come into the picture until the time for final approval, as all budget work in Detroit is a function of the Council of Social Agencies.

TO ME, the procedure followed in Detroit was filled with common sense and mutual understanding. The review of the budgets was done by representatives of the agencies themselves who had a thorough understanding of the essential types of work which had to be carried on during the unfortunate period of unemployment and could best decide those economies which could be made and blocks of work to be eliminated under the conditions.

We hear a great deal these days in business and government of the necessity to balance the budgets. I am only too glad to report that the Council of Social Agencies of Detroit by the exercise of patience and understanding has actually done so on a cooperative basis, retaining mutual good will in the face of drastic curtailment.

Spontaneous Cuts by the Agencies

By HENDON CHUBB

Former President Welfare Federation of the Oranges, New Jersey, President, Chubb & Son, Underwriters, New York City

IN the Oranges and Maplewood, economies and adjustments of services have originated in the social agencies themselves. They were, of course, inescapable despite consistently successful campaigns. Certain agencies set examples which, when brought to the attention of the group, resulted in the appointment of special functional economy committees. These worked out economies which were applied to each agency to such a degree as the emergency made necessary or possible.

This consultation between agencies, paid executives included, has made economies fairly consistent and has caused more serious consideration of certain desirable consolidations than could have been achieved in the era of prosperity.

Economies, naturally, came first in those agencies which had suffered most from decreased earnings. Consolidation of departments, failure to replace resigned workers whose duties could be undertaken by other members of the staff with volunteer assistance, reduction in the hours of other departments, and the cessation of certain summer activities temporarily, began to be effected by the Y. M. C. A. and Y. W. C. A. before the end of 1931. The close proximity of two agency buildings made a central heating plant feasible and economical. This was arranged. Hospitals reduced salaries and the largest established a central purchasing department. The greater use of volunteers in both the Christian associations and the hospitals not only helped in economies, but even improved services and, in one instance, public relations.

Chest agencies would be blindly closing their eyes to facts if they did not recognize the difficulties to be overcome in 1932 community chest campaigns, due to the curtailment of individual resources. Without taking any unduly despondent view of the response which will be made by our citizens during the fall campaign and with the fullest confidence that the same spirit of civic pride and responsibility will actuate them this year as during the previous years, we can not look forward to securing so large a sum as last year nor can we, unless there is considerable improvement in industrial conditions, look for as good a result in percentage of collections as heretofore.

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We must also recognize that practically every subscriber has found it necessary to curtail business and personal expense and that when asked to contribute, he will wish a guarantee before doing so that both expense and services have been reduced to the utmost.

Many of the social services under existing economic conditions are even more important to the community than normally and the demand made on workers is more exacting than in normal times. It was with the utmost reluctance that the Welfare Federation of the Oranges and Maplewood asked the member agencies comprising the federation to consider the matter of salary reductions and curtailment of activities. However, if facts are not faced in the process of budget-making before the agencies go to the public for funds, they will face an arbitrary cut forced by a failure to reach the campaign total. The possibility of flat cuts and unscientific curtailment of work following such a failure would cause greater hardships than if the problem were faced in advance.

Primarily, this is a problem for each agency and it might seem that in drawing the conditions to the attention of the boards of the member agencies, the Welfare Federation or community chest would have performed the portion of the task belonging to them, but we do not feel this is so for many reasons. In the first place, the public, rightly or wrongly, will place the responsibility on the Welfare Federation as a whole, not on the individual agency. In the second place, the economies or altered program introduced in one organization will react on the work of other agencies. The agencies are so closely related that this must be the case. Furthermore, a conscientious board of directors, when its workers compare their program with that of some other agency, may find that resentment, born from a feeling of injustice, has impaired the efficiency of their entire force. It is also necessary at this time to recognize that in each agency's economies a salary curtailment must be considered along with other economies. Such reductions should be concentrated on the least essential services. It is demanded of us at this time that every particle of duplication, every crossing of wires, be eliminated.

Such results are to be achieved only with the full and hearty cooperation of the agencies themselves. The task in the first instance should be taken up by the agencies in cooperation with each other, drawing upon committees of the Federation and Council of Social Agencies for such assistance and information as may be needed and obtainable from such sources.

The work before us should be contemplated in three distinct sub-divisions:

1. A reduction of expenses by curtailment of non-essential activities and the transfer of personnel to the essential needs, made more urgent by the unemployment situation.
2. The discontinuance and rearrangement of any overlapping or duplicating organizations with consolidation where practicable. In this matter, assistance can be had from the work of the Council of Social Agencies where this work can be done intelligently.
3. Consideration of all possible reductions in salaries, recognizing that a reduction in one organization and the failure to reduce in another will produce dissatisfaction and a lowering of morale, and that, before reductions are decided upon, a comparison between the pay given by different organizations for a similar type of work should be studied.

Considering the matter from this point of view, the agencies of the Welfare Federation of the Oranges elected committees by functional groups which, including both board members and executives, have already accomplished the following:

1. Salary reductions, varying according to the requirements of the agencies and, relatively, of the workers.
2. The consolidation of departments within agencies and the consequent reduction of personnel through failure to make replacements. This process, as well as that of salary reductions, was initiated by the agencies before it was brought before the Federation as a group and extended.
3. The elimination of certain activities and the reduction of others temporarily. For instance, shortening the hours in various recreation agencies during the summer months.

These committees have not ceased their consideration of the problem. Certain consolidations of work, contemplated in "normal" times, are being seriously thought out. We hope they can be accomplished before budgets are finally adopted in the fall. The relation of governmental and private social agencies is also being considered. The rearrangement of certain governmental social services, with greater efficiency as well as economy, is being recommended by the Council of Social Agencies with the hope that, through them, private agencies will further be able to adjust their programs to a more logical set-up. This is complicated by the fact that the Oranges and Maplewood comprise five separate, though contiguous, suburban municipalities.

Reduction by Consultation

By E. S. WATERBURY

President Omaha Welfare Federation, General Manager Armour Packing Company, Omaha

ANY budget reductions that have been necessary in Omaha have always been made in consultation with the agencies affected. This general procedure is as old as the organization of our Community Chest and functions in practice as cooperatively as is indicated in the opening statement.

The matter of salary readjustments has been handled in a slightly different way. The Community Chest took the lead in salary reductions, called the matter to the attention of the boards of the various agencies requesting their earnest consideration of salary items, and asked for a report of their action. No further step than this has thus far been necessary to effect the revisions we consider important.

Anticipating the necessity of making many changes in our budget for the next year, the Community Chest requested the Council of Social Agencies to appoint an inter-agency survey committee to carry out during the summer a pre-budget analysis of the work of the various chest agencies. This inter-agency survey committee plans to study the community needs and agency programs as a whole, and the chest is asking that it make very definite recommendations regarding what it considers as absolutely necessary in order to maintain a well-rounded program that will cover at least a minimum of the community's needs. This committee is composed two thirds of business men and one third of professional social workers.

This committee is a further expression of the policy of the Omaha Community Chest in considering itself in fact as well as in name a federation of welfare agencies.

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A Social Worker's Legacy

By RUTH BROWNLOW

"And he bought fine linen, and took him down, and wrapped him in the linen."—*Mark 15-45.*

WHEN Gertrude King Reed, wife of Ellery Reed, director of The Helen S. Trounstine Foundation for social research in Cincinnati, died, it was to this ancient custom combined with an even older one, cremation, that the family turned for the disposition of her body. Knowing that she had wished it, Dr. Reed arranged to have her body cremated, and had the body wrapped in fine linens, as the body of Jesus was wrapped, instead of placing it in the customary elaborate casket.

Mrs. Reed was a visiting teacher in the Cincinnati public schools and before that had taught sociology at Oxford College, Ohio. In her contacts as a social worker she, as well as her husband, had often seen want occasioned in poor families by the costly funerals that the living think must be given in honor of the dead. They had agreed on principle that the first to die was to be cremated and given as simple and inexpensive a funeral as possible. As a result Mrs. Reed's funeral was simple and at the same time beautiful. Afterwards Dr. Reed felt that good might come as a result of making known this alternative to the needlessly commercialized modern burial.

Fine linens were as honored two thousand years ago as is the most costly casket today. Joseph of Arimathaea, "an honorable counsellor," when he had secured from Pilate the body of Jesus, bought fine, soft linen and wrapped the body in it."

"Coffins," said Dr. Reed, "are an adjunct of the burial custom and have no raison d'etre in cremation. Though generally used even in cremation, they merely make a funeral more funereal, and are then burned with the body. It was in eliminating the coffin in favor of the simple and beautiful custom of wrapping the body that Mrs. Reed's funeral departed most significantly from the conventional mode."

Cremation was followed in northern Europe by the men of the Bronze Age, by the ancient Greeks, and by the Romans during the latter days of the Republic and four centuries of the Empire. During the past twenty-five years cremation has increased rapidly in both Europe and the United States. In 1926 there were eighty-seven crematories in this country and some seventeen thousand cremations.

Thus ancient practice as well as modern economic and sanitary considerations endorse cremation. Dr. and Mrs. Reed also felt that the best sentiment favored it as against burial in the ground. In cremation the body takes its return flight—swift, clean and pure, to the great order from which it came. At the same time cremation makes possible the elimination of undertakers, embalming, coffins, cemeteries and headstones.

With the fine linen, the cremation, a transportation charge and a jewel casket to hold the ashes, the entire cost of Mrs. Reed's funeral would have been one hundred dollars. An honorarium to the minister and a second jewel casket (since her ashes were divided between her husband and her mother) brought the cost to $153.75 as follows:

Cremation and use of chapel	$50.00
18 yards of cheese cloth @ 25 cents	4.50
8½ yards of handkerchief linen @ 1.50	12.75
Lavender powder	1.50
Transportation of body	10.00
Honorarium to minister	25.00
Two bronze jewel caskets for ashes	50.00
Total	$153.75

The average dependent family, according to the Cincinnati Associated Charities, spends about $250 for a funeral. Most insurance policies are for $300 and the amount of the insurance usually determines the amount which shall be spent for the funeral.

In many cases the cost runs from $400 to $600 and this in families who cannot pay their doctors' or hospital bills and who, when the undertaker is paid, turn to the charities for aid. If the leadership of the case worker is followed, the funeral expenses may be kept as low as $150, but if the influence of the undertaker is dominant the cost is usually near the amount of the insurance.

ALL of this has not considered the cost of monuments. These "rocks of ages," as they are advertised, are supposed to preserve indefinitely the memory of the departed, but they seldom do. Many old cemeteries have given way to factories and railroads and others have fallen into neglect so that even the names on the headstones can no longer be read.

With cremation, the total cost of a funeral may be kept as low as $75. The Cincinnati Crematory charges $50 for an adult and $25 for a child under fifteen years of age. This includes the use of its chapel for services and a plain metal receptacle for the ashes. The ashes may be kept by the family, thus doing away with renting a permanent place in the columbarium of the crematory or the purchasing of a cemetery lot.

In the columbarium each niche holds eight urns and can be used as a family vault permanently for a payment of $75 to $125. Since this is not necessary, the entire cost would be $50 for cremation, $15 for linens and $10 for transportation cost.

Transportation of the body from the hospital to the crematory was the only service rendered by an undertaker. If the crematory were in another city the transportation cost would be larger. In some cases a fee might be charged for wrapping the body, but in the case of Mrs. Reed, a physician and two nurses who had cared for her at the hospital volunteered this service as a tribute of their affection.

During the service the body remained in the retort-room of the crematory where afterwards members of the family, including her two young children, went to place flowers over the white-wrapped form.

Mrs. Reed left a rare and rich legacy to social work, for to a life of great beauty and usefulness she added a unique demonstration of how all the needless commercial trappings of modern burial may be cut away and replaced by simple, aesthetic and rational customs honored by ancient and sacred usage.

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Starting Boys at the Top of a Tree

By JOSEPH A. BEATTIE
Boys' Work Director, Franklin Settlement, Detroit, Michigan

FULL of high hopes and blissful ignorance we set out, sixteen strong, for the Michigan cherry country. Romantic ideas of dollars to be earned and cherries to be eaten filled our minds. Estimates of the money which each boy would bring back to his mother ran high. This little expedition of ours was an effort to cultivate the lost art of working. Like other settlements, we are overrun as soon as school closes with boys looking for summer jobs. "Get me a job," says the boy. "Get him a job," says the parent. But where or how is a troublesome question. Play agencies clamor for a chance to show this boy, destined to a life of work, what to play and how to play it, but agencies that will show him how to work in this choreless age and give him a taste of the discipline of work are few and far between. So we set out for the cherry orchards, well aware that there is a world of difference between two weeks of work and work as a life-time proposition, but hopeful that even this brief experience would anticipate at least in part that rude awakening which comes to a boy when he is abruptly catapulted from fond educating arms into the sternly receptive grasp of industry.

Still blissful, we arrived after dark at Traverse City in the heart of the cherry country. We piled into a hay-filled truck and for thirty bumpy miles strained our sleepy eyes for a glimpse of the cherries. It was nearly midnight when we arrived at the place euphemistically called "Cherry Home." Not a soul was there to greet us though we, in our innocence, had almost expected a brass band. Subdued in spirit, we made cautious entry into the barracks where the truck driver said he thought we could sleep. It turned out to be the women's dormitory but fortunately no women had as yet arrived.

At 5.15 we were up and at 6.15 we were in the orchard picking furiously. The cherries, to our disappointment, of the small sour variety, had to be picked without stems. Two fourteen-quart pails requiring about an hour's steady work brought the picker twenty-five cents paid on the spot. But before a boy could get on the profit side of the day's ledger, six of these large pails of cherries had to be picked to pay the seventy-five cents a day that it cost to eat at the company mess hall. On the red side of the ledger too was the five dollars each boy had to take out of his earnings for train fare. The first day we picked, as a group, 238 pails of cherries, although the orchard manager had predicted we would do well if we gathered 150.

Our sleeping quarters were a rickety shack on the shore of Lake Michigan. No mattresses were provided for our iron cots so we gathered bracken and pine boughs. Later we substituted mattresses and heavy cardboard discovered in an abandoned cannery.

We were in a fair way to become expert cherry pickers when the unexpected happened. On our third day the manager told us we would have to stop picking at four o'clock. The canning factory was flooded beyond capacity and could take care of no more cherries. The following day he stopped work at noon and announced that there would be no work at all the next day. This enforced lay-off was bitterly disappointing to us and to all the other pickers at the Cherry Home Orchards. It meant that while we continued to pay board to the company we had no opportunity to earn even that amount. The picking season was short and the outlook so far as financial profit was concerned was gloomy.

At this critical moment one of our board members, summering in the vicinity, came to our rescue. This fairy godmother arranged for us to work as caddies at two country clubs some three miles from our shack. Not only that, but she put up $15 in prize money for the hardest working cherry-pickers during the remainder of the season. This stroke of good fortune more than offset the lay-off at the orchard. Caddying all day plus a six-mile walk to and from the golf course seemed play in comparison to ten or eleven hours in the cherry orchard.

The boys took new heart and worked on their return to the orchard as after a vacation. They held up well during the remainder of the picking period except on one terrifically hot day when an incipient strike was averted only by an appeal to settlement loyalty. After a half-hour of boyish growling under the trees, they forgot their discontent and went back to work.

We made, the orchard manager, said, a good record. We had picked clean, had broken a minimum of branches and had harvested more than our share of cherries. We were given a bonus of a carton of chocolate bars and a genuine invitation to return the following summer. Profits had accrued to us also, eight dollars as an average, with twelve dollars, earned by four boys, as a maximum. All were satisfied that the sum they received represented earning capacity plus individual energy. To this lession, no small one in a boy's life, was added a whole revelation of the ups and downs of earning a living. And added too were memories of sunrise dips into Lake Michigan and moonlight nights of utter beauty.

Cherry-picking for pay had for us its problems and its variations, but every boy who went last year and a troop of his friends has been at my door with, "Say, Mr. Beattie, when'll cherries be ripe?"

Realism in Unemployment

By PAUL L. BENJAMIN
Executive Secretary, Social Hygiene Society of the District of Columbia

THE benign countenances of George and Martha Washington looked down upon the South Atlantic Conference on Effective Measures of Emergency Unemployment Relief called by George Washington University in July. The meetings were held in a tense atmosphere. Congress, not so far away, was locked in a wrestler's grip over relief; members of the Bonus Expeditionary Force were keeping watch on Capitol Hill; there was the dramatic entrance of a group of longshoremen who asked to be heard and presented their case with clarity and dignity.

The two days of discussion were as realistic as the com-

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mittee, consisting of President Cloyd Heck Marvin, Prof. D. W. Willard, Katherine Lenroot, Elwood Street, J. Blaine Gwin and the writer, had hoped that they would be. Isadore I. Lubin of the Brookings Institute, and J. Prentice Murphy of Philadelphia in considering The Crisis in Employment: Current Trends, unrolled a canvas as panoramic as a great war painting. Dr. Lubin marshalled facts and charts to prove that not only will there be no substantial increase in employment in the United States for the next six months at least, but that we are probably destined to have a large permanent number of the unemployed. Mr. Murphy excoriated the inept leadership which had blocked the passage of such a relief measure as the LaFollette-Costigan bill. He also suggested certain concomitants to a pressure economy—the ruthless deportation of aliens and the elimination of married women from gainful occupations.

THERE was that wise commissioner of police, Gen. Pelham D. Glassford, speaking the doctrine strange from the lips of a police chief that men have a right to petition and that the "Bonus Marchers" are not a rag-tag lot of hooligans and "Reds" but decent American citizens who want work with which to buy bread for their families. C. E. Baker, a government economist, pointed out that the population trend of a century from farm to city was reversed in 1930 and 1931. This trend, he predicted, may retard the decline in the birthrate, which "threatens to result in a stationary and possibly declining population." There was the debunking done by John P. Troxell of Baltimore of such vaunted projects as Man-a-Block campaigns, Buy-Now efforts and staggering of work. There was the description by Arthur H. Dunham of the able series of studies dealing with unemployment carried on by the Family Welfare Association of America. There was the soul-stirring description by Homer Morris of what the Friends are doing for the miners—truly the church in action. And then there was the intriguing picture of how a southern city, Birmingham, has been successful in putting people to work, given by Roberta Morgan of the American Red Cross.

The conference ended with the prophetic speech of Rabbi Edward L. Israel and the ringing challenge of the Rev. John O'Grady. With clipped phrases the former declared that a sound social order cannot be built upon the caprice of many of the largest donors to social work. Carrying to the end the note of realism, Dr. O'Grady asserted that "with all their sufferings, I do not believe that the American people have changed their philosophy one iota. An increasing number of them are beginning to say to themselves, we will conquer this depression with the same weapons with which our forefathers conquered the wilderness. A large section of the people, how large only next November can tell, look to the government to restore them to their happy hunting-grounds."

Such far-sighted Community Chest leaders as Allen T. Burns and Arthur Guild sounded a warning of the rocks ahead this next year. Federal relief, desperately needed as it apparently now is in certain states, will inevitably result in freezing up private giving for social work unless there is an exhibition of unusual statesmanship. The S. O. S. for relief has sounded so insistently from the pilot-house that communities have almost developed a relief psychosis. Mr. Guild outlined a score of serious hungers which individuals have in a depression besides the need for bread. Community Chests must, as a matter of self-preservation, throw to the breeze the banners of health and nursing programs, character-building activities, and skilled service to others.

Planning for Prisons

PRODUCTION of prison-made goods regulated to meet predetermined consumer requirements is the crux of the New York plan for the reorganization and development of prison industries. The plan was formulated by the State Advisory Committee on Prison Industries, George Gordon Battle, chairman, and presented to the legislature by the Commission to Investigate Prison Administration and Construction, Sam A. Lewisohn, chairman. (Copies from the Commission, 61 Broadway, New York.) On Mr. Battle's committee were representatives of labor, manufacturing, agriculture and the public. Their report covers busines administration, market and standards for prison goods, adjustment of production methods, farm and maintenance activities, industrial training and the wage system. Their first recommendation is for the establishment of a continuing advisory body representing industry, labor and the public to assist in applying to prison industries the business methods successful in free industries.

The report treats in detail of the various New York prisons and of the steps necessary to bring their industries into a rounded scheme of planned production adjusted to the needs of their market which has since 1896 been limited by law to the state's own institutions and departments and those of its political subdivisions. While the proposals advanced are of course for New York, they involve such basic principles that in the opinion of the National Advisory Committee on Institutional Industries of the National Committee on Prisons and Prison Labor "they outline a method of procedure which in a broad way might be developed into a working formula valuable to other states and cities."

IN setting up state-controlled prison industries on a practical and economic basis the first step, the National Advisory Committee says, is a reasonably accurate and detailed annual tabulation of all the goods required by the market in which they may be distributed. With this should go the planning and organizing of institutional maintenance work. Prison workshops and farms should be established or reorganized directly and only in relation to the actual consuming requirements of the known market, thus keeping producing facilities and volume of production in proper balance with demand and keeping irregularities of prison employment at a minimum. Purchase requirements should be simplified and standardized with nationally recognized specifications applied so far as possible. Wages paid to prisoners should be based on local conditions with due regard to such matters as market value of the prison products, cost of raw material, administrative and supervisory expense, reserve for depreciation of machinery and the cost of the prisoner's maintenance. As a final point in its formula the committee urges the necessity of efficient administrative and supervisory personnel and of adequate accounting methods.

This formula, the National Advisory Committee says, sets up an ideal situation based on sound economic principles. Adjustments to meet the political and economic problems of states would be necessary. It believes, however, that it is possible and practical to shape prison industries around these principles in such a way that the prisons of the country would be linked in a system of planned production comparable in its volume to the entire industrial establishments of many small European countries.

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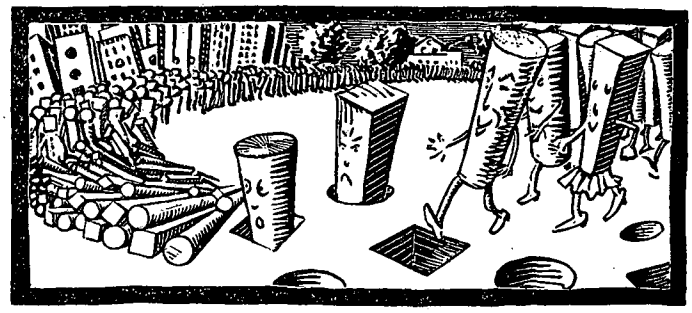

SOCIAL PRACTICE

Guidance for Newcomers

LIGHT and leading for the many recruits coming into social work by way of public welfare is the aim of the extended program of the New York State Conference on Social Work. This conference is on the job early with a schedule of thirteen three-day institutes just prior to its annual meeting in mid-November in Syracuse. In addition to institutes on specialized phases of case work, child care, probation, parole and old-age relief the conference will have one on community organization, another for volunteers and another for board members.

These institutes are only one of the ways in which the conference is removing the bushel from its light. During the past year it has held a series of regional meetings with attendance averaging three hundred, lay and professional, which have covered about half the state. Another series next year will cover the other half. A beginning has also been made with regional courses of study for persons employed for at least three months in social work. Details of the organization of these courses may be secured from the secretary, Mary B. Holsinger, Capital Building, Albany, N. Y.

When Necessity Dictates

FALL RIVER, Massachusetts, which feels that it has more than its share of grief even in these grievous times, is preparing to change its relief system from individual orders on local grocers to a community store where the welfare department will do its own buying, packaging and dispensing. Fall River's financial situation is such that it feels that it cannot afford to miss such economies as the wholesale method seems to hold. The experience of Canton, Ohio, with a community store that has been in operation since November 1931, is being drawn on by a number of cities which feel forced, however regretfully, to yield their old standards of individual relief. Canton claims that its organization which has called forth the cooperation of public and private agencies, business men, officials and citizens generally, has been effective in maintaining standards of diet and health at a price which the community could afford without a complete scrapping of social values. For a report on the organization and the first six month of operation consult J. L. Tuttle, Welfare Federation, 119 Cleveland Ave. S.W., Canton, Ohio.

Community Team Work

RELIEF has become everybody's business in Atlanta, Georgia, and though the problem is far from solved the community has developed a clear statement of purpose and a program in which all forces from the Rotary Club to the public schools can set their teeth. Kendall Weisiger, vice-president of the Southern Bell Telephone Company, has been a master hand in cooperating with the Community Chest to bring all resources into the situation. It was his initiative which assembled a mass of authoritative information on hard-time diets, subjected it to the study and adaptation of local medical and social work specialists and produced the pamphlet, Feeding Your Family, which has become a handbook for social workers and more or less a gospel for all Atlanta folk, dependent or not. The pamphlet is notable for its common sense, its cheerful philosophy and its practical details. Copies from the Community Chest, 11 Pryor Street, S.W., Atlanta.

As its share in community team work the Rotary Club is pushing its "two men in one job" plan, that is, a three-day week, and the public schools are conducting regular classes and demonstrations in eleven different centers in the preparation of the diet set forth in Feeding Your Family and in the conservation of garden produce.

Parents Can Help

WHEN hard times cut the heart out of St. Louis' public recreation program the Public Recreation Association turned to fresh fields for play leaders and found them, logically enough, among the parents of the children affected. With the backing of St. Louis University and as a part of the Association's home-play program a training course in play for parents was organized which has proved exceedingly effective in providing good volunteer leadership for recreation centers.

In Kansas City social workers and dietitians struggling with the management of the skimpy food dollar drew the parents, the practicing home economists, into their counsels. Periodical meetings were held with Parent-Teacher Councils in six different districts where food budgets and feasible menus within the limits of the family allotment were worked out. During the summer these conferences were extended to include gardening and canning methods.

An Orphan Finds a Home

THE Massachusetts Child Labor Committee has come forward as foster-mother to the state offspring of the White House Conference orphaned when the Governor's Follow-Up Committee automatically expired in June. For a time the child was more or less shunted about though the State Central Health Council maintained an interest in it. Then the Committee, with its newly furbished program under the leadership of Herbert C. Parsons, opened its door and took the orphan in. As an outcome to the various conversations incident to the placement a new organization has been born, the Massachusetts Child Council, which will serve as a coordinating medium for all state-wide child welfare agencies. An integrated program related to the findings of the White House Conference is the new council's first concern.

For the Long Pull

ADJUSTMENTS of the relief load to a less hand-to-mouth basis are beginning to show themselves. "A comprehensive plan for caring for the unemployed for at least a year" is urged by Frances Perkins, New York state industrial commissioner, who sees gloomy omens in the continuing decline of factory employment and in the fact that 255,000 more workers were idle in her state in June 1932 than in June 1931. New Jersey has prepared for a long pull by realigning the responsibilities of its Emergency Relief Administration under a new law which finances relief until January and permits much more flexibility than the old one in the assignment of funds.

State-aid in New Jersey is to municipalities and may be either "normal," with the state reimbursing for approximately half of expenditures, or "special" where the burden is unusually heavy and the community unusually broke. While the municipalities conduct the relief work the Administration, through its Department of Social Service, has a certain control of policies, standards, effectiveness of coordination and special problems generally.

Cleveland, which came into the emergency with the full burden of relief on private resources, has swung so rapidly to public funds that some 70 per cent of its twenty-four thousand dependent families are now on public relief.

IN the June issue of its monthly news letter the United States Probation System, Department of Justice, Washington, D. C., discusses at length a new policy of handling federal juvenile delinquents under a law which became effective on June 11.

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In Search of a Measure

THAT achievement in a school health program can be measured only when allowance is made for social and economic factors is the basis on which a new research monograph of the American Child Health Association sets out in a search for ways of evaluation (Influence of Social and Economic Factors on the Health of the School Child, by Raymond Franzen; 140 pp.; School Health Research Monograph IV, price $1 paper, $1.25 cloth of the Association, 450 Seventh Ave., New York City). "Residuals for evaluating health procedures may be obtained from regression equations," explained in the text. A later interpretative report will give applications of these measures to school health practice.

Nurses on the Job

LESS sickness but more nursing in 1931 is the general agreement as the annual reports of the visiting nurse associations come in. The Detroit V. N. A., for example, cared for 24 per cent of the 1931 babies, in contrast to 20 per cent in 1930. Community health nurses in Boston listed 46,025 patients, 3417 more than the previous year, and were in contact with about half of the city's maternity cases. Patients who in usual times had private nursing or went to the hospital now are calling on the visiting nurses for care. In Detroit besides the 40,000 patients cared for, the nurses helped to steer 5000 persons who called at the offices to ask where to find work or how to get food, clothing or medical care. The Dayton, Ohio, Division of Health reports that the city physicians made 3563 visits to indigent sick people in their homes in 1931 in contrast to 2579 visits in 1930 and 1278 in 1929.

The Pound of Cure

PATIENTS in mental hospitals during the year ending June 30, 1931 cost the country approximately $208,000,000 for maintenance and more than $534,000,000 through lost earning power—in all a cost of more than $7 for each man, woman and child in the United States, according to estimates by Horatio M. Pollock, New York State Department of Mental Hygiene, published in the Mental Hygiene Quarterly (Vol. XVI, No. 2). For New York State, Mr. Pollock estimates, the cost of hospitalized mental disease in 1931 was $129,338,000 in cost of maintenance and loss of earnings. These estimates take no account of the costs of mental illness and incapacity of the sort which do not require hospitalization.

On the Health Line

ON January 1 of this year 1036 public health nurses were holding the health line in Ohio according to a census announced by the State Department of Health. This is an actual though small gain over the 977 reported in January 1931. The heaviest losses were among the privately supported services but these were more than offset by gains in the numbers of nurses carried by county boards, the U.S. Public Health Service and private organizations. A similar result is apparent in a census by the National Organization for Public Health Nursing (Public Health Nurse, Vol. XXIV, No. 5) which compiled reports from 136 public and private agencies in 31 states and found that in the aggregate 179 nurses were added and 57 dropped as compared with a year before, a net gain of 122. Among boards of health, boards of education and public health nursing associations more organizations in each class reported increases in their expenditures during 1931 than showed decreases. In a study of salaries in 440 organizations Louise M. Tattersall, statistician of the N.O.P.H.N., found the median salary for field nurses employed by health departments and public health nursing associations to be $145 and $135 respectively per month as of January 31, 1932. The corresponding figures for 1930 were $165 and $135. The median salary for school nurses employed by boards of health and education was $1760 as compared with $1800 in 1930.

Everybody Delighted

"ONE of the bright spots in a distressful winter" writes Helen Cody Baker about the plan devised by the Chicago Council of Social Agencies and the Dental Relief Commission of the Chicago Dental Society for restorative dental work for people out of a job. ("Extractions are an old story and are handled free by several clinics. It's no trick to get teeth out but hard to keep them in.") Patients are referred through social agencies. The Council picks the agencies and gives each a daily quota, based on available funds and case-load. Dental work is done in the private offices of some 750 dentists who volunteered under the plan, without charge for their services. The Dental Commission fixed a set of prices based on cost of materials alone, and the Joint Emergency Relief Fund paid that bill. Between February 22 and April 18 the volunteer dentists contributed 1500 appointments; the Fund paid $5000 for work which at the usual rates would have cost $50,000. And—believe it or not—the first patient for whom a volunteer dentist made a new set of teeth got a job two days after they were installed, after walking the streets jobless for two years since he had been deprived of nature's own. "The dentists are delighted," Mrs. Baker writes, "the clients are delighted, the Council and its designated agencies are delighted and the Emergency Relief Fund is delighted that the bill is no larger."

Teachers Too

IN the course of an extensive study of health in the public schools of Portland, Oregon, the Public Health Section of the Portland City Club found that "while a good deal is being done to maintain and improve the health of children, teachers are not receiving any attention. . . . Many teachers have no rest periods at all on some days, and it may be said that a minimum of rest periods are present in the school programs. Teachers have in a few instances broken down completely from nervous exhaustion and others are apparently doing so." Recommendations of the report include the suggestion that teachers be required to furnish a health certificate annually and that a health room, with cots and other equipment, be provided in every school.

AMONG 4156 women who attended the prenatal clinics of the Detroit Department of Health the deathrate from causes associated with childbirth was 2.6 per 1000 in 1931. For the whole city that year the maternal deathrate was two and one half as great—6.7 per 1000. A third of the mothers attending the clinics were colored and clinic babies included 45 pairs of twins—23 pairs white, 22 pairs colored!

IN organizing a clinic service for destitute men the Allegheny County Medical Society (Pittsburgh) pointed out that in the present economic crisis hundreds of men are being herded together under conditions which would make all too perfect a setting for an epidemic of influenza, pneumonia or smallpox.

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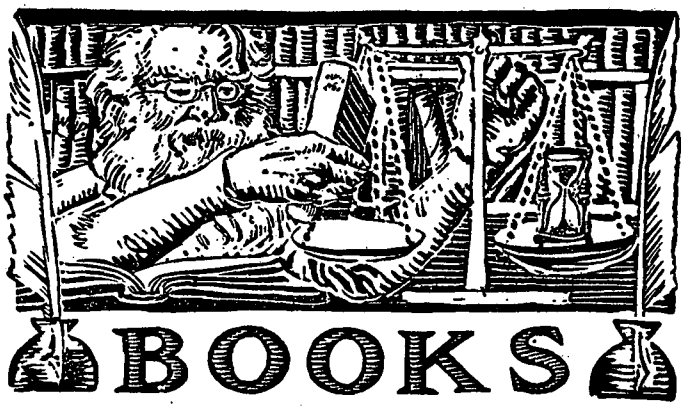

White House Conference Volumes

NUTRITION SERVICE IN THE FIELD. *Century.* 197 *pp. Price* $2 *postpaid of The Survey.*
GROWTH AND DEVELOPMENT OF THE CHILD. *Century.* 532 *pp. Price* $4 *postpaid of The Survey.*
OBSTETRIC EDUCATION. *Century.* 302 *pp. Price* $3 *postpaid of The Survey.*

SERVICE stations for parents and their children vie with the obstetrician, nutritionists compete with nurses, and chemical researchers challenge the family physician in a mass attack upon ill-balanced diets for mother and babe. The medical sisterhoods include dieticians and field nutritionists as well as the familiar nurse and social worker, and their common home office is the health center, whether of the well proportioned general official type or the specialist baby station run by a church or Red Cross chapter.

Lucy H. Gillette, who has reared a generation of food teachers in the wisdom of calorie and vitamin, reports for her subcommittee those devices by which book learning and laboratory formulae work ther way to the kitchen, dining-table and food shop. We see the new nutritionist taught, put to work, recording results and merging imperceptibly but permanently with her sister technicians and specialists in family relief, hospital ward, dental dispensary, school and factory. A hundred pages devoted to the methods and results of saving some six million children from disturbances of growth is barely enough.

Part III, a five-hundred-page volume on Nutrition by Dr. Kenneth Blackfair, is by all odds the ablest declaration of fact and theory in the contemporary science of nutrition that can be found in English between two covers. This is not dessert for the skipping reader of health propaganda but a concentrated and systematic treatise on the food substances and of the biochemical processes of the child's and its mother's body which make use of them for all manner of growth and activity.

The volume on Obstetrical Education by Dr. Fred Lyman Adair is much more than a discussion of the shortcomings of schools of medicine and the qualifications of their graduates. To the excellent chapters on under- and post-graduate teaching of obstetrics are equally fundamental sections on the teaching of nurses, nursing attendants, midwives, social workers, and finally the laity, their necessary shares in saving the mother to accompany her child in health and happiness.

Each of these volumes maintains the good standards of content, form and authorship which their predecessors have set and they are certainly as indispensable in their respective fields as the best of the series.

HAVEN EMERSON, M.D.

The Negro as Spender

THE SOUTHERN NEGRO AS A CONSUMER, *by Paul K. Edwards. Prentice-Hall. 323 pp. Price* $5 *postpaid of The Survey.*

THE Fisk University series of sociological and economic studies has again broken ground in a modern way by this statistical study and analysis of the Southern urban Negro as a consumer. Although the main objective is to determine the force and direction of the Negro's buying power, perhaps the most interesting result of the study is a wage and occupational analysis to determine the sources of his earning power. The astonishing net result is of sociological rather than narrow economic importance; namely that the Negro as wage-earner belongs to a much lower earning level than he does as a consumer. On the face of this, the verdict is bad or at least dubious; in the limited economic sense the Negro should not be such a good spender. But every evidence of the study tends to show him as at least a more discriminating spender, relatively speaking, than the white common, semi-skilled or skilled laborers in similar communities. The sociological side of the picture is significant; it means a larger measure of social ambition, a high rather than a low grip on the American standard of living, and a distinct upward drive worth reckoning with, educationally, industrially and economically. Mr. Edwards shows that selling and marketing circles are well aware of this in their efforts to cater to Negro trade. Sometime not far distant, let us hope, this awareness of the Negro's desirability as a consumer will influence a movement to increase his earning power by the opening of economic doors now closed or only partially ajar. If the general conclusions of this study are generally correct, and they seem to be, enlightened selfishness ought to stimulate practical moves to raise the Negro's economic status to the level of his group tastes and ambitions, rather than weight it down precariously for the Negro and the general economic welfare as at present.

ALAIN LOCKE
Howard University, Washington, D. C.

Public Welfare

PUBLIC POLICY AND PRIVATE CHARITIES. A Study of Legislation in the United States and of Administration in Illinois. *By Arlien Johnson. Social Service Monographs, No. 16, University of Chicago Press. 223 pages. Price* $3 *postpaid of The Survey.*

MR. JOHNSON'S study is a scholarly and valuable addition to the literature of public welfare, especially in the realm of public subsidies and state regulation of private social agencies. One chapter analyzes the laws of the various states regarding public regulation and support of private charities; the rest of the book is essentially a "case study" of regulation and subsidies in Illinois. The general conclusions concerning the subsidy system are of particular interest. The patient laying of a foundation of fact, such as this volume illustrates, is likely to be a necessary preliminary to any sound development of far-reaching public policies. Dr. Johnson's book underscores anew the striking contribution which the University of Chicago group have made, under the notable leadership of Miss Edith Abbott and Miss Breckinridge, to the development of a scientific literature dealing with this enormously important field of public welfare.

ARTHUR DUNHAM
Family Welfare Association, New York City

A Sane Book

BEHAVIOUR ASPECTS OF CHILD CONDUCT, *by Esther Loring Richards, M.D. Foreword by Adolf Meyer. Macmillan. 299 pp. Price* $3 *postpaid of The Survey.*

FROM the cascade of volumes in the area of mental hygiene, child behaviour and child development one welcomes this book by Dr. Richards; a book sane, good-tempered, rooted in wide experience and full of practical wisdom. Yet this book is difficult to review because some readers in the new psychology, like readers of detective fiction, have developed an appetite for novelties in plot or theme. Such readers would be disappointed. These lectures given to a mixed group of nurses, parents, social workers and pediatricians, are lucid rather than adventurous, steadying rather than exciting. The fact that this is a collection of separate lectures may account for a certain lack of focus in the arrangement of material. Nevertheless, clarity is achieved within the chapter because of the direct, invigorating approach expressing well integrated and ordered thinking. The style is non-technical, trenchant, mildly humorous.

Dr. Richards emphasizes that it is not the particular ritual of study that matters but the employment of time, patience and thoroughness and she makes use of all opportunities for growth and self-expression. In this otherwise rounded approach one misses, however, any reference to the findings of psychoanalytical theory.

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One cannot read the case stories of anxious Dorothy, of solitary Helen or hypochondriacal Arthur, who could not get out of bed "unless his father's voice hit a hole in the air," without wondering why the explanation is left almost wholly to constitutional weaknesses. Yet it is in the area of constitutional factors and social manipulation that Dr. Richards appears most at home and is most convincing. Her knowledge of social workers is intimate and she is generous to them. One feels her quiet assurance in handling human problems and considering human values without elaborate prescriptions. Constantly asked for reading material for class and laymen, I cannot think of a book I would rather keep handy.

New York School of Social Work GORDON HAMILTON

The Bummery

THE DECLINE OF THE I.W.W., *by John S. Gambs. Columbia University Press. 268 pp. Price $4.25 postpaid of The Survey.*

"ABOLISH Gods from the skies and capitalists from the earth." "Keep the boss guessing, make him no promises and keep no promises." "Don't be a soldier, be a man." "Fan the flames of discontent." "Not ballots but bullets." These were the slogans of an organization that Gambs says is dying, an organization that made the nation tremble at the opening of the Great War. They were known sometimes as "the singing Wobblies" and by many names less complimentary. The early history of the organization, the backbone of which was the migratory hobo worker, has been well told by Paul F. Brissenden in his study of the I.W.W. The present volume carries the story on from 1917, the date of the Brissenden publication.

Gambs' study is a scholarly labor of love, one of those works that will gain value with the years. For those interested in the labor movement it should be a valuable book. For those to whom this particular labor organization along industrial lines was a great hope, the book may present certain shortcomings. But the shortcomings will generally relate to minor details. In the main Gambs has written a faithful and painstaking account, which without his intention is a great tribute to the zeal and disillusionment of a class of men, "The Bummery," who began to see in 1905 what most professors of economics at that time could not understand. If some of the I.W.W. did not know precisely what they were protesting, they did know that the "system" was not right, and even if the "Wobblies" are passing into history, their efforts have been not altogether fruitless. This book has a very extensive bibliography.

Seth Low Junior College NELS ANDERSON

Intelligent Illiterates

CHILDREN WHO CANNOT READ, *by Marion Monroe. University of Chicago Press. 205 pp. Price $2.50 postpaid of The Survey.*

ALERT and discerning parents and teachers, struggling with the widespread, puzzling educational problem of the intelligent child who experiences specific and unusual difficulty in learning to read, will hail with acclamation Dr. Monroe's concise, helpful and highly practical volume. The forty cited cases studied by the staff of the Institute for Juvenile Research, of which the author is research psychologist, fall into three groups: the "clinical reading cases" which present, in addition to reading defects, a variety of behavior and environmental maladjustment problems; the "special reading cases," relatively free from such complicating problems; and the "defective reading cases," found among children defective in intellectual capacity.

The layman may, and doubtless will, without serious resultant disadvantage, skim lightly over the battery of formidable, highly technical charts and graphs, and those all-too-familiar—to those of us who have personally grappled with the problem—individual profiles of errors and typical case histories, and will seize upon the valuable and heartening kernel of the book: the chapters dealing with causative factors in reading defects and with methods and results of remedial instruction. Heretofore, as the comprehensive appended bibliography attests, the published material on reading disabilities has been in the main merely diagnostic and theoretical. To the questing parent and teacher and child-guidance worker, what price diagnosis, even the encouraging one that the child in trouble is not subnormal, nor lazy, nor ill-taught, not fundamentally maladjusted, if individualized remedial procedure is not indicated? Hence the value of Dr. Monroe's detailed descriptions of corrective technique. GLADYS E. H. HOSMER

Concord, Mass.

Run of the Shelves

THE INTERNATIONAL LABOUR ORGANIZATION, *by Albert Thomas. World Peace Foundation. 382 pp. Price $3.50 postpaid of The Survey.*

THE difficulties, methods, achievements of the I. L. O. are outlined, and the actual benefits to workers are brought out. This statement from within the organization of what it has been trying to do and has done in its first decade is heartening reading.

CITY MANAGER YEARBOOK 1932, *by Clarence E. Ridley and Orin F. Nolting. International City Managers' Association. 274 pp. Price $2 postpaid of The Survey.*

CONTAINS a resumé of council-manager developments in 1931, the proceedings of the 1931 Conference of the International City Managers' Association, a directory of council-manager cities and city managers, and a membership roster of the Association.

WHAT KIND OF COLLEGE IS BEST? *by Myron M. Stearns. John Day. 178 pp. Price $1.25 postpaid of The Survey.*

BRIEF, easy to read and copiously illustrated with "case stories," this little book is packed with the sort of thing boys and their parents want to know about state universities, the big private colleges, technical institutes, cooperative colleges and so on. The chapters originally appeared as articles in Boys' Life, the official Scout magazine.

LISTENING TO MUSIC, *by Douglas Moore. W. W. Norton. 286 pp. Price $3 postpaid of The Survey.*

A BOOK presupposing no technical knowledge which makes of concerts, opera, radio programs, graphophone records new adventures in understanding and enjoyment. In his sixteen chapters, Mr. Moore, who is associate professor of music at Barnard College, shows what music is made of, how it is put together, how its various forms have evolved.

THE EXPERIMENTAL COLLEGE, *by Alexander Meiklejohn. Harpers. 421 pp. Price $3.50 postpaid of The Survey.*

DR. MEIKLEJOHN'S statement for the general public of his "exciting adventure in American education" at the University of Wisconsin. He says: "Probably the greatest single obstacle to the work of the American teacher at present is the lack of understanding of his venture by the public which he serves. . . . Neither parents nor a community can get education for young people simply by paying for it. They must share in the process."

CHICAGO FAMILIES, *by Day Monroe. University of Chicago Press. 339 pp. Price $3 postpaid of The Survey.*

HITHERTO unpublished data of the 1920 census studied with regard to 23,373 representative Chicago families—their general characteristics, households, domicile status, size and composition, care and support of dependent children, gainful employment and earning home-makers. No. 22 of the Social Science Studies directed by the Social Science Research Committee of the University of Chicago.

TRUSTS AND TRUSTEESHIPS, *edited by Alfred Williams Anthony. Federal Council of Churches. 120 pp. Price $1.25 postpaid of The Survey.*

THE papers presented at the Mid-West Conference on Financial and Fiduciary Matters, the fourth of a series conducted by the Federal Council of Churches, "which focused thought upon the adaptation of corporate fiduciary service to the purposes of charitable and philanthropic organizations." Particularly timely during this period of reduced current income is the chapter by the editor which discusses three questions: (*Continued on page* 383)

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DIRECTORY OF SOCIAL AGENCIES

Child Welfare

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phase of child welfare in which they are interested.

NATIONAL CHILD LABOR COMMITTEE—Courtenay Dinwiddie, General Secretary, 331 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

Foundation

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions – Shelby M. Harrison, dir.; 130 E. 22nd St., New York. Departments: Charity Organization, Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

Home Economics

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 620 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 620 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

Racial Adjustment

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 1133 Broadway, New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

Recreation

NATIONAL RECREATION ASSOCIATION—315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

Advertise Your Wants in The Survey

Health

AMERICAN BIRTH CONTROL LEAGUE INC.—Mrs. F. Robertson Jones, President, 152 Madison Ave., New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year, voluntary contribution.

AMERICAN SOCIAL HYGIENE ASSOCIATION—450 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education; to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00, including monthly journal.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. C. M. Hincks, general director; Clifford W. Beers, secretary; 450 Seventh Avenue, New York City. Pamphlets on mental hygiene, child guidance, mental disease, mental defect, psychiatric social work and other related topics. Catalogue of publications sent on request. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly, $1.00 a year.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—450 Seventh Avenue, New York, N. Y. Katharine Tucker, R.N., General Director. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *Public Health Nursing.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; Eleanor P. Brown, Secretary, 450 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

NATIONAL TUBERCULOSIS ASSOCIATION—450 Seventh Ave., New York. Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

Pamphlets and Periodicals

Inexpensive literature which, however important, does not warrant costly advertising, may be advertised to advantage in the Pamphlets and Periodicals column of Survey Graphic and Midmonthly.

RATES:—75c a line (actual) for four insertions.

Vocational Counsel and Placement

JOINT VOCATIONAL SERVICE, INC.—Offers vocational information, counsel, and placement in social work and public health nursing. Non-profit making. Sponsored as national, authorized agency for these fields by American Association of Social Workers and National Organization for Public Health Nursing. National office, 130 E. 22nd St., New York City. District office (for social work), 270 Boylston St., Boston, Mass.

Religious Organizations

THE GIRLS' FRIENDLY SOCIETY OF THE U. S. A.—386 Fourth Avenue, New York City. A non-sectarian, character-building organization for girls, sponsored by the Episcopal Church.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Frederic M. Paist, president; Miss Anna V. Rice, general secretary; Miss Emma Hirth, associate secretary; 600 Lexington Avenue, New York City. This organization maintains a staff of secretaries for advisory service in relation to the work of 1,273 local Y.W.C.A.'s in the United States with industrial, business, student, foreign born, Indian, colored and younger girls. It has 63 American secretaries at work in 35 centers in 12 countries in the Orient, Latin America and Europe.

NATIONAL COUNCIL OF JEWISH WOMEN—625 Madison Avenue, New York City. Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary.

Fields of Activity: Civics and Community Cooperation, Education, Extension and Field Service, Farm and Rural Work, Junior Auxiliaries, Legislation, Peace, Religion and Religious Education, Service for Foreign Born, Social Service, Work for Blind and Sight Conservation, Deaf and Hard of Hearing, Vocational Guidance and Employment.

Official Publication: The Jewish Woman.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—Frank J. Bruno, president, St. Louis; Howard R. Knight, secretary, 82 N. High Street, Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The sixtieth annual convention of the Conference will be held in Detroit, June 11-17, 1933. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

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Is your organization listed in the Survey's Directory of Social Agencies? If not— why not?

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(*Continued from page* 381) Should endowments be perpetual? Should they be gradually consumed? Can the rate of consumption in time and percentage be determined?

COMMUNICATIONS

Relief Must Come from Taxes

To the Editor: I am responsive to your appeal for continued aid in the publication of your important journal of communication between social workers of the United States. I recognize its unique value at this time in giving courage and hope to those who are bearing a burden so much heavier than ever before.

I confess to have been moved to very strong feeling that so many who have been among the leaders in supporting such important features of our present economic system should have been led to give their time, energy and earnest support to the nation-wide campaign for private relief for the millions of recently unemployed workers. I felt sure at the beginning that the result would not only be to drain the resources of the sympathetic and understanding small minority of the community, who had heretofore been the sole support of charities, hospitals and schools, but to finally fall back upon the reservoir of the taxing power to provide even partial relief.

This has, in my judgment, occasioned a failure upon the part of the public generally to realize that it is the obligation of all to provide for those unemployed and not of any selected minority. I think this a most serious injury to the general public opinion of the country. I, therefore, think officials have assumed a more serious responsibility than has been realized and the sharing of this responsibility by leaders of large business interests has not, I think, broadened the basis but I think rather intensified the injury done to the public temper.

The further result is, alas, discovered now to be a most serious injury to the educational activities of a great number of most important privately conducted schools and colleges whose budgets cannot be balanced because the comparatively few, as you are aware, men and women, who are generous in their sympathy as well as with their funds, have been put under extraordinary pressure to consider relief of the unemployed as a first claim even to the cutting down of what schools, colleges, hospitals and other most vital necessities in a democratic community have relied upon in an increasing degree for many decades. The matter of unemployment is a matter of governmental responsibility, as only the taxing power can reach the niggardly and miserly as well as the generous. Under present conditions I observe that churches, far and wide, are now suffering greatly and cutting down salaries and other expenses to an injurious degree.

George Foster Peabody

Saratoga Springs, New York

Hospital Volunteers

To the Editor: In your May Midmonthly Survey the writer of the article, Miss Junior League Looks at Social Work, does not seem to think very highly of the work available in hospitals for volunteers. For the benefit of other volunteers and in justice to many hospitals I should like to have your readers know that her experience would not be true in all hospitals. Many hospital executives do give considerable thought to the training of volunteers, and to placing them in positions where they can be useful and which will interest them. Most hospitals where volunteers are used try to give their volunteers some training before they start work. For example, last fall at Orange Memorial Hospital the hospital volunteers and the Junior League provisionals were given a course of seven lectures, most of which were very general and gave them an idea of various types of social work in their community. These were followed by more specific instruction in smaller groups for the volunteers working in departments of the hospital. Volunteers are now filling the following types of positions: Hostesses at main information desk, hostesses on private floors, librarians for the hospital library, clerical aids at the registration desk in the outpatient department, clerical aids in various clinics, one volunteer with special training as an aid in the social-service department. The fact that in the month of March, 1932, they gave over one thousand hours of service indicates that they are interested and that they like the work.

Ruth Coon

Director of Social Service Orange Memorial Hospital

Thomas for President

To the Editor: I am writing to invite Survey readers to join The Committee of Five Thousand for Thomas for President. They will want to support a fundamental program and a man of outstanding ability for president of the United States. By October we hope this will be a Committee of One Hundred Thousand. This Committee is composed of men and women, not now members of the Socialist Party, who wish to make their endorsement of Thomas for president count in the campaign. We must organize this discontent in the nation into a propelling force behind a program and a genuine leader. Others must join the Committee. We need suggestions from people who will help to organize local groups in different parts of the country. The headquarters of the Committee are at 112 East 19th Street.

Chairman, Organization Committee Reinhold Niebuhr

Christianity—Communism

To the Editor: The central thesis of Dr. Frankwood E. Williams' stimulating series of articles on Russia, namely, that "Russia's success is due to the philosophy that lies back of her social planning," and that this social philosophy embodies considerably better mental-hygiene principles than our own chaotic, competitive, aggressive philosophy—seems to me true and highly significant. May I protest however against the assumptions which he makes in regard to the functioning of the religious factor in social philosophy and mental-hygiene.

It is true that Russia has repudiated worship of God along with priestly rule and glories in atheism. Yet as some students of contemporary Russia point out, Communism has many of the earmarks of religion and has been able to motivate its followers by enlisting their enthusiasms and loyalties in the service of a great ideal—just as religion does in the periods when it is vital and creative. That capacity to recreate the maladjusted individual by showing him "purpose, sense of belonging, of being needed, of personal worth and value as a human being" is not only good mental hygiene but good religion. We must admit that religion at its worst is a source of moral confusion and the devil's own device for deceiving us about our aggressions and at the same time tormenting us with guilt. But this is the religion of immaturity, and if it is true in part that the kind of religion is responsible for the immaturity and confusion, it may be equally true that exposure to the motivations of religion on a more adequate level may educate to greater social maturity.

Perhaps we, like Russia, would be better off if we could repudiate the religion of Christianity and adopt the religion of Communism. We should remember however that Christianity has had a fairly varied development in the past and may still contain some capacity for growth and adaptation. At its best Christianity as well as Communism does attempt the task of socializing the individual's aggressiveness. Dr. Williams says, "We need to get in touch with each other. We do not need to get in touch with God." Surely there are many persons interested in working for a better social order who cannot accept unchallenged the implication that "getting in touch with God" is necessarily a hindrance to social efforts. Much depends on how we get in touch with God and what we mean by God anyway. Whatever our terminology, does not the task of creating better human relations demand what is essentially the spur of a religious philosophy?

Yonkers, New York. Flora M. Davidson

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GOSSIP: of People and Things

Survey Circuit Riding

FEW people in social work have a more intimate knowledge of conditions in certain parts of these United States than Francis Woodward of The Survey staff. Since January 1 he has traveled upwards of five thousand miles, swinging a wide arc westward through southern Ohio, Indiana and Illinois and doubling back by way of northern Ohio and southern Pennsylvania. Mostly he visited small towns, talking with social workers and handing on from person to person the tale of how "other communities like yours" are handling things. Mr. Woodward is an encyclopaedia of facts on "how they do it." During this trip, F. W. brought 365 new readers to The Survey, representing over $1500 income — a splendid record achieved despite blizzards, bank failures, and the difficulties of travel in these days when every railroad and bus-line has cut its service to the bone. In many places, too, he found social workers carrying on without salaries or hope of them, and everywhere the same heart-breaking task of administering relief with inadequate funds.

Hearty thanks to the friends who received Mr. Woodward so cordially and helped make his trip a success.

COMMON SENSE and a dash of hard times have brought the Westchester County Children's Association and the Society for the Prevention of Cruelty to Children to the brink of a merger which lacks only official ratification to be complete. The two agencies referred the proposed merger to a committee of the Council of Social Agencies which has worked out the details "in line with the modern trend in industrial and welfare work" and "to effect an economy in administrative costs."

EDWARD W. MARCELLUS, since last September director of personnel of the National American Red Cross, has been appointed director of the Junior Red Cross. A native of Nebraska, Mr. Marcellus has had a long experience in educational administration and has accumulated a truly noble collection of academic degrees.

MARION CUTHBERT, an alumna of the University of Minnesota and formerly dean of women at Talladega College, has succeeded Eva D. Bowles on the staff of the National Board of the Y.W.C.A. to direct its work for colored people.

NOT only an institution but a whole cause had a big birthday recently when the biennial meeting of the American Association of Instructors for the Blind took time out to celebrate the one hundredth anniversary of the introduction of instruction for the blind into the United States. Three institutions, the Perkins Institute of Boston, the Pennsylvania Institute of Philadelphia and the New York Institute shared the honors as pioneers, while Gordon Hicks of the Connecticut School for the Blind predicted that the next hundred years would see the end of the institutions. "Either science will find the answer to the problem on the physical side or new methods will bring about a better educational solution."

THE American Home Economics Association has made the happy choice of Lemo T. Dennis of Rochester, N. Y., as its field worker in child development and parental education to carry on the project begun by the late Anna E. Richardson and developed by Esther McGinnis. Miss Dennis has recently been with the Rochester S.P.C.C, directing its Observation Home for Problem Children. Miss McGinnis will return this fall to her regular work in the Institute of Child Welfare of the University of Minnesota.

Such Is Social Work Fame

IN Noblesville, Ind., the Hamilton County Nature Study Club gave a dinner recently "honoring Indiana's distinguished ornithologist" who turns out to be no other than Amos W. Butler whom we had always supposed to be Indiana's distinguished social worker. Just to get the record straight we turned to Who's Who and find by that uncontrovertible authority that he's officially neither ornithologist nor social worker, but zoologist if you please. And this pronouncement in the face of the eleven tight-packed lines that it takes to tell his social work history—including twenty-six years as secretary of the Indiana Board of State Charities—with only five to outline his achievements in anthropology with a dash of mammology and a sprinkling of ornithology.

To the competent Scotch hands of David C. Adie of the Buffalo Council of Social Agencies Charles H. Johnson will in October turn over the executive reins of the New York State Department of Social Welfare, which he has held under one title or another for sixteen years. Mr. Johnson, fresh from Harvard, was one of "Dr. Devine's boys" back in 1902 when he was the organizer and first secretary of the Committee on the Prevention of Tuberculosis under the wing of the New York C.O.S. Followed a round of institutional experience, including a "stretch" as deputy warden of Sing Sing Prison, and, in 1916 the appointment as secretary of the State Board of Charities since reorganized as the State Department with Mr. Johnson as commissioner.

DR. FREDERIC HUMBERT, director of the health division of the League of Red Cross Societies and a member of the League's secretariat since 1920, has resigned to resume private medical practice in Switzerland. Dr. Réné Sand has assumed the direction of the health division.

JAMES W. PHILLIPS has been appointed director of the bureau of county and city organization of the Virginia Department of Public Welfare succeeding Arthur W. James, now the commissioner. Mr. Phillips was for three years a probation officer in Richmond.

ELIZABETH NETH, graduate of the Portland, Oregon, School of Social Work, with three years of probation work behind her, has been appointed chief probation officer in the Portland Court of Domestic Relations. Portland has finally put over its long anticipated child-guidance clinic, a joint enterprise of the University of Oregon Medical School, the public schools of the city and the domestic relations department of the Circuit Court of Multnomah County.

THE New York A.I.C.P. has yielded regretfully to the desire of one of its veteran workers, Alice C. Mayer, to retire after thirty-five years of active service. Telling in a recent A.I.C.P. Bulletin of his years of association with her, William H. Matthews says: "I've liked her too this past year because she has in this emergency been willing to let most of the constitution and by-laws of casework lie on the shelf as we did those of the state during the war and has said, 'Let's get things done,' and has done them."

ALL the tricks of the trade of health education will be paraded in Washington on October 22, 23, and 24 just in advance of the annual meeting of the American Public Health Association. The Association has arranged, for the first time in its history, an institute on health education which will be conducted under the wing of its Public Health Education Section for a limited group of people actively engaged in public health work. Discussions will cover media, methods, program building and program execution. Leaders include Dr. Iago Galdston, Bertrand Brown, Dr. W. W. Peter, Dr. H. E. Kleinschmidt and Evart and Mary Swain Routzahn of New York; Clair E. Turner of the Massachusetts Institute of Technology; Ira V. Hiscock of Yale, Dr. George C. Ruhland of Syracuse, N. Y., Dr. W. W. Bauer of Chicago and Raymond S. Patterson of Boston. For full details of the Institute query the American Public Health Association, 450 Seventh Avenue, New York.

With Regrets

OUR apologies to John P. Sanderson in whose article in the July Midmonthly (page 327) we carelessly but generously raised the amount of emergency relief under the Wicks Act in New York State from $20,000,000 to $99,000,000. Would that unemployment relief could be raised so easily!

STILL they go! Now it is Colorado that has plucked a star from private social work to add to the crown of public welfare. Marie Wickert, the new executive secretary of Colorado's Child Welfare Bureau, is a graduate of the University of Colorado and was for a time field representative for the Rocky Mountain Division of the American Red Cross. For the past eight years she has been chief of social service in the Children's Hospital at Denver.

DR. S. SPAFFORD ACKERLY of the Institute of Human Relations of Yale University has been appointed director of the Louisville, Ky., Psychological Clinic.

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